



Annual Report and Accounts

2022 to 2023



**54–56 Phoenix Road
London NW1 1ES**

Contents

Chair's Report – Millicent Christian

Acting Director's Report – Peter Lush

Projects and ESOL report – Chris Carr

Computers for Older People and IT Drop-in sessions – Nelly Pineda

Camden Adult Community Learning – Tracey Hamilton

Operations Manager – Steve McCarthy

Trustees Report and Accounts

Company Information

Training Link Ltd
54-56 Phoenix Road, London NW1 1ES

Charity Registration Number: 1051662
Registered Company Number (England & Wales): 03142188

Telephone: 020-7383-5405
Email: director@traininglink.org.uk
Website: www.traininglink.org.uk

Auditor: John Lambourne FCA, Latham Lambourne, 18 Woodlands Park, Bexley, Kent DA5 2EL

Funders

We would like to thank the following organisations who funded us during 2022–23: London Borough of Camden (CIL and Resilience Fund), HS2 CEF (Groundworks), the Charles Hayward Foundation, The National Lottery - Awards for All, The Fitzdale Trust, Francis Crick Community Fund, Somers Town Big Local and the London Community Foundation. We would also like to thank Camden Adult Community Learning for their support.

Management Committee & Trustees

Trustees: Millicent Christian (Chair), Brenda Goring Moore, Dr Elaine Arnold OBE, Kathleen Hayes (Treasurer).

Management Committee: Millicent Christian (Chair), Brenda Goring Moore, Elaine Arnold, Kathleen Hayes (Treasurer), Maya Alva, Elizabeth Ajith, Frances Connelly, Laran Davis (from September 2022), Tracey Hamilton, Paul Tomlinson (from September 2022), Richard Mearns (to September 2022), Jennifer Schrowder (to September 2022), Kerry Webb (to September 2022).

Cover photo: The Training Link building.

Printed and Published by Training Link, 54-56 Phoenix Road London NW1 1ES

Chair's Report

Welcome to Training Link's (TL) Annual Report, 2022–2023. When I reported to the AGM in September 2022, we were still preoccupied with combatting the threat of COVID 19. Now the protective restrictions have been lifted, but we remain vigilant. We are still facing two very real and visible threats. The first is the war in Ukraine with loss of lives, livelihoods and displacement and hardship that still continues. The second is the sharp rise in energy costs and the cost of living generally. This affects everyone, particularly those already on low and fixed incomes and in receipt of benefits. There does not appear to be any abatement in the cost of living, which is still rising every day. This affects even those working full-time, many of whom are still having to go to Food Banks in order to feed their families. There are two food banks in Phoenix Road.

We now have a new King and Queen. When all's said and done – and a lot was said and done over the Coronation Weekend, what does it all mean for ordinary citizens? Far too many people are being forced into poverty, at a time when we are facing a worldwide climate emergency. This not only compels us to do more with less, but to celebrate at our AGM and on other occasions responsibly with the utmost care for our environment.

These past few months have reminded me that what matters is the power of major events to help and support one another, drawing on the best in the community.

Our commitment is to continue to provide an easily accessible programme of courses and other learning opportunities both online and face-to-face for our learners. These courses are welcomed and supported by the community. We continue to be open to new ideas, themes or suggestions from learners and people in the community .

In April this year, I attended His Majesty Courts & Tribunal Service Public Users Event at the Ministry of Justice. This was about all the court and tribunal forms which are going to be accessible online. For example, applications can now be made online for services such as adoption, divorce, probate, benefits appeals and civil money claims and damages claims. The event was very productive. It was extremely useful to learn that any application made online would be much quicker to deal with than paper-based applications. Part of our work now is to help people do these applications online. We also support people in applying for the Windrush Compensation Scheme. We work in partnership with We Are Digital in this area of work.

Last September we were the first centre to take on a pilot scheme called, Essential Digital Skills Qualifications (EDSQ) on behalf of Camden Adult Community Learning. The course was over two terms and has been very successful.

The course is in two sessions: Level 1 and Level 2 on Monday face-to-face at TL and on Thursdays via zoom at St Pancras Square. It leads to an award by Open College Network (OCN.) in Essential Digital Skills. It is taught by Tracey Hamilton and I enjoy being her teaching assistant.

I wish to thank again my fellow Management Committee members and Trustees for their support and also our members who have stood by us as an organisation. Thanks to Chris, Nelly, Abimbola – our new Benefits Advisor – and all the volunteers who worked so hard to meet the needs of learners and clients. Thank you to all our funders and sponsors for their help and continued generosity.

TL is changing, and will continue to change. We have to move with the times and the changing world around us. However, we will continue to identify new challenges and opportunities to help our learners and the communities by keeping updated and move forward into the future.

Peter Lush is finally retiring as our Director this September at the AGM. Not only will he be missed by all of us; but also is a very hard act to follow. However, our greatest tribute to him is to continue the work he developed during his fruitful time at TL. On your behalf, I want to say congratulations on his well-deserved retirement and to thank him for being such an

important part of TL's team for all these years. Aside from his delightful personality, what I will miss most is his clear judgement in financial matters, his skills, knowledge and wisdom. Thank you also, for your love and dedication for TL in bringing us through the pandemic when it was such a difficult time not knowing whether we would continue to obtain further funding from our funders.

For 16 years Peter, you have inspired many with your dedication to the cause. Many whom have walked through the doors of TL over the years have been inspired by you. Now it is time for you to enjoy your retirement and I wish you good health, peace and many years of writing your books; you have earned it.

Millicent Christian

24 July 2023

Acting Director's Report

The past year was an important one for Training Link. It saw further steps in our recovery from the COVID19 restrictions, and a return to a more 'normal' existence. It is noticeable, however, that attendances at Open Days are still lower than before the pandemic.

The courses we have run are outlined elsewhere in this report. I have mainly been involved in our work on the Windrush Compensation Scheme, and more recently helping with benefits appeals, particularly Personal Independence Payments and Disabled Living Allowance claims. We do this work in partnership with We Are Digital. The Windrush Compensation Scheme, addresses some of the issues faced particularly by members of the West Indian community arising from a "clamp down" on "illegal" immigration when Teresa May was Home Secretary. Working with this community, and others from the Commonwealth, is very much part of Training Link's tradition, and I have enjoyed being involved in it.

One particular case stands out. We supported one of our learners, and her son, in applying for British citizenship. This was a very important step for her. She had come to this country as a refugee, having faced oppression in her own country. I attended the Citizenship Ceremony for them at the Crowndale Centre, and it was very satisfying to see them receive their certificates from the Mayor. They both now have British passports.

At Christmas 2022, I was more concerned than usual about our funding. However, receiving two years funding for our English Language courses and projects from Camden Council was a big boost. The support from our Ward Councillors was very important in securing this funding. Two of the Councillors are new from 2022. Samata Khatoon, who has completed three terms as a Councillor, has always been very supportive of Training Link. This was followed by funding from the London Community Foundation to start some basic advice work, and then funding from the Access Foundation to run our IT for older people. We also received some funding from Somers Town Big Local to help run our drop-in sessions.

Another new initiative for 2023–24 will be working with the NHS in North London to help people prepare to apply for jobs in the NHS. This will be a challenging project, and a new area of work for Training Link.

As I am writing this report, we are in the process of recruiting a new part-time director. I hope that the recruitment is successful, and I can take a back seat at Training Link. I am planning to continue my work with the Windrush Compensation Scheme as a volunteer. The work is important and also bring in some income for us.

There are a lot of people to thank for their support in my time as Training Link's second director, from 2007 to 2023, with a short break in 2020. Chris and Nelly have both successfully developed and continued their teaching. Chris has also managed our online vocational courses. For Camden Adult Community Learning, Tracey Hamilton has been here even longer than me! Those courses are an important partnership and I hope they will continue in the

future. Steve and Abimbola, as Operations Manager and Benefits Adviser respectively, are both new to the organisation, but have made valuable contributions. I would also like to thank Mohamed Abbas Hassan for his work as Office Manager.

I would like to thank everyone who has served as a Trustee or on the Management Committee. In particular, Brenda and then Millie as chairs, Maya and then Kathleen as Treasurer, and Louisa and Elaine as trustees. It was very pleasing to see that Elaine was awarded the OBE for her work with the Caribbean community.

When I started at Training Link, Frances Connelly was our vice-chair. She then had to stand down because she took a job with Camden Council. When she retired from Camden, she was able to rejoin our Management Committee and has been very supportive.

Thanks also to Daniele Lamarche, our fundraising consultant. We have worked together for over 30 years, and her knowledge and determination are very valuable. Also, thanks to our accountant, John Lambourne, who has always been reliable and helpful.

The Camden Council Section 106 grant just before the pandemic allowed us to improve the physical side of the centre. Carpet tiles everywhere, decorating, some new computers were all very welcome. We now also have a newish photocopier which even does colour.

Partnerships have always been important for us. We have been looking at ideas for joint activities with the Somers Town Museum, who are also our next door neighbours. We also work with the Life after Hummus foodbank who are also our neighbours.

Highlights over 16 years? The Big Lottery Reaching Communities grant of over £250,000 over five years from 2011 gave us stability and the space to try new initiatives and ideas. However, two projects are – as far as I know – uniquely run by us in our area. One is the Adult Literacy project, which has used volunteers in a very positive way. The other is the online vocational courses, which can enable people to apply for jobs with the confidence of having passed relevant training courses. Both these were new initiatives that grew out of small pilot projects to become mainstays of our work.

I hope to continue to volunteer at Training Link, doing some casework, but look forward to not having the responsibility of the director role anymore. A new era can begin...

Peter Lush
August 2023

Projects and ESOL report

I'm involved in running several projects at Training Link. I teach some classes and do the admin/coordinating for all the projects. It also involves interviewing/ assessing learners and volunteers.

Adult Literacy Project

We recruit volunteers to teach learners in a 1-1 setting to help improve their English. We assess the learner so we can offer teaching materials at the right level for them. The learner tells us what they want to improve – for example someone may say that their reading is ok, but they need to improve their writing and spelling.

I think the project has gone really well. Around 40 volunteers have each worked with a learner since last September. The project reaches out to a lot of people who need English to help survive here.

Several learners have said they feel more confident with their English. It also helps volunteers get valuable hands-on teaching experience in a community setting. The project also provides extra support for some people doing other classes at Training Link.

Many of the volunteers are UCL students. Some are doing ESOL or linguistics as part of their course. I would like to thank the UCL Volunteering Unit for their support – apparently we are the biggest user of UCL students as volunteers.

English Discussion Group

We choose a topic to discuss in a relaxed, less formal setting. We usually have between 6-8 learners each week. The range of countries where the learners come from is very wide. They include Eritrea, Palestine, Japan, Turkey, Russia, Bangladesh and China. Learners seem to enjoy sharing their different experiences about their lives here in London and back home. It is a great opportunity to improve speaking confidence in a group setting.

Level 1 ESOL class

This is a more formal class which involves accredited exams in Reading, Writing, Speaking and Listening which we do towards the end of the course. Between six to eight people attend each week. Several of the learners have progressed on to this course from the Entry 3 ESOL class we did last year and are a very committed group of people.

Online vocational courses

I also coordinate the running of online vocational courses that we run through Virtual College. The numbers haven't quite returned to pre-pandemic levels yet, but especially as we offer the chance for people to study at our centre and also in their homes, we are reaching out to more people and get a steady flow of learners. We offer courses in areas such as Food Safety & Hygiene (Level 2), Customer Care, Health and Safety in a Care Setting, Manual Handling and Safeguarding among others. Learners receive an accredited certificate. The Food Safety & Hygiene (Level 2) course is particularly useful as the qualification is needed for anyone who works (either paid or unpaid) in any food setting.

We have funding to continue all these projects which is really positive because I think they are all important in helping people in the local area find work or get experience as a volunteer.

Chris Carr

Online courses 2022-23

Course	Number of learners
Food Safety & Hygiene (Level 2)	36
COSHH	4
Customer Care	2
First Aid introduction	2
Manual Handling	2
Courses for care work	9
Food allergy awareness	1

Feedback from Adult Literacy volunteer tutors

"In the sessions we have done, C has been making good progress with some really tricky listening and reading activities, and learning lots of new phrases and parts of each tense. It is difficult for him to follow the listening especially, but we are going through it, breaking it down to help."

"V has again been making a lot of improvements. Her confidence in her speaking is very palpable and she enjoys taking extra work home and actively asking questions. The things that I'm working on to improve with V is firstly her confidence. There is an overall improvement on confidence however, many times she will hesitate deliberating on a particular exercise for too long and would rather do it at the comfort of her home. Yet I'm hoping that she will find her confidence grow more when she stops worrying about making mistakes which I know will take time and have every confidence that she will reach."

"S is at the intermediate level. She is talkative and expressive. She has a good command of sentence structures and vocabulary, which is very impressive. Yet, sometimes she makes mistakes in terms of the tense, for instance, she might use "come" instead of "came" to describe a past event. Thank you for supporting us. I really enjoy volunteering with Training Link and working with you and S, but I'm afraid that I have to say goodbye with you guys now. As you see, I'm about to graduate and I'm occupied with my dissertation and job hunting. Therefore, my schedule won't be as flexible as before, which is really hard to accommodate. Thank you for giving me this wonderful volunteering opportunity. I really appreciate it. By the way, I will also drop S a message to explain this."

"Sorry not to have been in touch sooner. I really can't believe where the time goes! Just to let you know B and I are still meeting online regularly for conversation, grammar and general practice. The good news is B has decided to go back to college. I believe she did a reading assessment at college just before the Easter holidays and is due to start back with them next week. "

"Just reporting to you that the first four lessons with C have gone very well. I used his previous writing for you as a basis to identify issues with spelling, writing and grammar. His listening and reading comprehension are very good and he speaks very fluently and comprehensibly although often with grammatical issues which make writing more difficult for him so I have been trying to get him to write simple sentences to get the basic sentence structure in place using simple present, continuous present and simple past. This is going quite well and he is already making progress with writing sentences. I have been using a mix of my own materials, which I can send you if you wish, and the ESOL Gateway materials for unit 1."

Computers for Older People and IT Drop-in sessions

The course 'Computers for Older People' started in 2022 just like the previous year with a few students, but by the third lesson some students from the previous class returned either to refresh or improve their computer skills.

One learner, a returner from the previous course, had difficulty remembering instructions as well as struggled with using the computer mouse and keyboard. I had suggested to him that if he could, he should get a tablet which having an on-screen keyboard he could complete all the work on the screen. A touch-screen device does not need a mouse. I was glad when he came to the class with an Apple iPad mini that his sister had given on to him. This turned

out to be a learning curve for both of us! At least we learnt how to use 'Youtube' for music, football and Yahoo to access his emails.

Another learner was brought by her daughter to enroll in the course. Although she was a complete beginner, she had a great desire and patience to learn. She was never satisfied with her results and always thought she 'should do better'. Remembering passwords or user names was a weekly challenge for her and another student who attended classes despite her severe knee problems. The two of them formed a good friendship and helped each other. One came up with the idea of each setting out to learn a particular skill which they then show the other. For example, one would show the other to 'login' to email and the other would show how to 'logout', or copy and paste. It was fun, as every week there was something not quite right, but they laughed and never gave up.

Another repeat learner returned to learn more about sending attachments on emails, copying and pasting pictures too. He also found that helping another learner helped him to consolidate his own learning.

More advanced students who already knew the basics of emailing, concentrated on learning some mobile phone skills such as sharing pictures, text recording, using Google maps to find particular addresses as well as using the TfL app to get information on arrival of buses or trains.

One learner was not able to finish the course. Unfortunately, he fell and hurt his knee quite badly for which he had a lengthy physiotherapy. We hope he will return to class this autumn. Incidents like this, as well as other health conditions are to be expected on a course for older people which resulted on occasional absences. Even so, students knew that missing one or two lessons would not be a problem as they knew that either I or another student in the course would always be happy to help them to catch up with the missed session.

I also run our twice-weekly drop-in sessions. These allow people to come and use the computers. Some need some support, others just get on with what they want to do. This is a useful resource for local people who may not have access to a computer of their own.

Nelly Pineda

Feedback from learners from the computer classes and drop-in sessions

"I have improved my computer skills and so I am confident to work on my own on word documents and email, I still need a little help from the tutor in filling government forms. I have enjoyed learning to use Google search."

"My son and I feel very welcome at TL and we want to learn more about diets, medical research, fitness and health. Everybody is very friendly."

"I'm glad I learned to use the email so that I can get in touch with my family in Spain. I can send and open pictures and videos, although it took some time to learn it, we enjoyed helping each other. I will return next term to learn more about security in the internet as I would like to be confident buying on line."

Camden Adult Community Learning and Digital Skills at Training Link

This past year has been a satisfying one as a tutor seeing learners successfully complete and achieve their learning goals both in accredited and non-accredited courses. ACL introduced the new accredited qualification EDSQ (Essential Digital Skills Qualification). This has been so valuable to learners giving them an opportunity to potentially progress into employment. I have taught three groups at Training Link so far.

One success story of a learner's progression is that of Sherene Gordon. Since completing her EDSQ, she has been promoted from working in facilities to a manager managing the whole team. She says that the course has given her the confidence to use the computer in various ways such as using spreadsheets to do rotas and to write professional letters in Word etc. I believe the combination of drop-in IT sessions and accredited IT sessions work well as people can 'drop in' to learn what they need to brush up their skills or, on the other hand, gain a certificate which could lead to employability. We hope the Business Administration course will do the same thing and lead people to many more opportunities for people.

Here's some feedback from some of learners who completed the courses at Training Link:

- I have now learned to copy and paste, posters, text wrapping, bullets points, open a document, Excel. I have learned so much at Training Link
- I've learnt about creative and designs and feel much more confident making a poster and knowing how much more the icons can do in the ribbon bar. I've also been learning about excel and how to create tables and edit them. also, how to calculate using Excel. I've been learning about keeping safe using a computer and being online. Also, I've become much more confident with sub-folders.
- I had very little knowledge of word. I can now find my way around the system. I have learnt to insert and use tables, bold underline etc.
- I want to learn more and be very confident.
- I'm more confident and now willing to try.
- Thanks to my patient teachers. Now I feel far more confident using digital technology.

Tracey Hamilton

Operations Manager

This is a new post, and I have undertaken various administrative and publicity tasks at Training Link. On the staffing side, I was on the interview panels for both the Benefits Officer and the Office Cleaner. I have also processed five staff disclosure DBS applications this year.

I attended several outreach events in the last year, including the Camden & Islington Volunteering Fair, UCL Volunteering Fair, Camden Jobs & Skills Event (with Abimbola), Working Men's College, Camley Street Festival and the Camden Mela. I have attended the Big Local AGM representing TL. I helped secure an unpaid grant award of £838 for TL from the Big Local. I attended various meetings including 'Digital Inclusion Partnership', with the director of Living Centre, with the Community Engagement Officers at The Crick, Life after Hummus and the People's Museum.

As part of our publicity work, I designed and distributed a number of TL newsletters and other leaflets. I am aiming to make our publicity material more attractive and professional. I have also been updating the TL website, and re-establishing our presence in social media. I also deal with various matters concerning the building, including health & safety inspections and reading meters. I attended our own Management Committee and AGM meetings, taking minutes for two of them.

Stephen McCarthy

REGISTERED COMPANY NUMBER: 03142188 (England and Wales)
REGISTERED CHARITY NUMBER: 1051662

**Report of the Trustees
and
Financial Statements for
the Year Ended 31 March
2023**

for

Training Link

Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent DA5 2EL

Contents of the Financial Statements for the Year Ended 31 March 2023 for Training Link

	Page
Report of the Trustees	1
Independent Examiner's Report	2
Statement of Financial Activities	3
Balance Sheet	4
Notes to the Financial Statements	5 to 11
Detailed Statement of Financial Activities	12 to 13

Report of the Trustees for the Year Ended 31 March 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

ACHIEVEMENT AND PERFORMANCE

This report should be read in conjunction with the Training Link Annual Report, included as an annex to this document.

FINANCIAL REVIEW

Reserves policy

It is expected that reserves of at least £10,000 should be held to maintain an appropriate level of working capital and to protect the future operations of Training Link from the effects of any variations in its income or expenditures as identified in the Risk Policy and any unforeseen events.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03142188 (England and Wales)

Registered Charity number

1051662

Registered office 54-56 Phoenix Road London

NW1 1ES

Trustees

Ms M Christian

B Goring-Moore

Dr E Arnold OBE

Ms K Hayes

Company Secretary

P D Lush

Independent Examiner

John Lambourne

Latham Lambourne Ltd

18 Woodlands Park

Bexley

Kent DA5 2EL

Approved by order of the board of trustees on 13 September 2023 and signed on its behalf by:

.....
Millicent Christian - Trustee

Independent Examiner's Report to the Trustees of Training Link

Independent examiner's report to the trustees of Training Link ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act;
or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

John Lambourne

Latham Lambourne
Ltd 18 Woodlands
Park Bexley
Kent
DA5 2EL

Date:

**Statement of Financial Activities for the
Year Ended 31 March 2023**

	Notes	Unrestricted fund £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		733	-	733	523
Charitable activities					
Training fees		4,528	-	4,528	-
Services etc		2,650	17,844	20,494	61,187
Room hire		2,314	-	2,314	-
Investment income	2	180	-	180	149
Total		10,405	17,844	28,249	61,859
EXPENDITURE ON					
Charitable activities					
Services etc		15,481	34,039	49,520	37,297
NET INCOME/(EXPENDITURE)		(5,076)	(16,195)	(21,271)	24,562
RECONCILIATION OF FUNDS					
Total funds brought forward		30,799	25,496	56,295	31,733
TOTAL FUNDS CARRIED FORWARD		25,723	9,301	35,024	56,295

The notes form part of these financial statements

Balance Sheet
31 March 2023

	Notes	Unrestricted fund £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
FIXED ASSETS					
Tangible assets	7	-	-	-	359
CURRENT ASSETS					
Cash at bank and in hand		27,046	9,301	36,347	57,259
CREDITORS					
Amounts falling due within one year	8	(1,323)	-	(1,323)	(1,323)
NET CURRENT ASSETS		25,723	9,301	35,024	55,936
TOTAL ASSETS LESS CURRENT LIABILITIES		25,723	9,301	35,024	56,295
NET ASSETS		25,723	9,301	35,024	56,295
FUNDS					
Unrestricted funds	9			25,723	30,799
Restricted funds				9,301	25,496
TOTAL FUNDS				35,024	56,295

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 13 September 2023 and were signed on its behalf by:

.....
Millicent Christian - Trustee

Notes to the Financial Statements for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 33% on cost
Computer equipment	- 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

2. INVESTMENT INCOME

	31.3.23	31.3.22
	£	£
Deposit account interest	180	149

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.23	31.3.22
	£	£
Depreciation - owned assets	359	-
Other operating leases	4,361	4,645

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

5. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.3.23	31.3.22
Office manager	1	-
IT Coordinator	1	1
Cleaner	1	1
Operations manager	1	1
	<u>4</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	523	-	523
Charitable activities			
Services etc	9,169	52,018	61,187
Investment income	149	-	149
Total	<u>9,841</u>	<u>52,018</u>	<u>61,859</u>
EXPENDITURE ON			
Charitable activities			
Services etc	1,834	35,463	37,297

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
NET INCOME	8,007	16,555	24,562
RECONCILIATION OF FUNDS			
Total funds brought forward	22,792	8,941	31,733
TOTAL FUNDS CARRIED FORWARD	<u>30,799</u>	<u>25,496</u>	<u>56,295</u>

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2022 and 31 March 2023	4,700	9,260	13,960
DEPRECIATION			
At 1 April 2022	4,700	8,901	13,601
Charge for year	-	359	359
At 31 March 2023	4,700	9,260	13,960
NET BOOK VALUE			
At 31 March 2023	-	-	-
At 31 March 2022	-	359	359

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.23	31.3.22
	£	£
Accruals and deferred income	663	663
Accrued expenses	660	660
	<u>1,323</u>	<u>1,323</u>

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

9. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	30,799	(5,076)	25,723
Restricted funds			
Big Lottery Fund	6,658	(6,658)	-
Fitzdale Trust	-	750	750
Francis Crick	1,328	(1,328)	-
Camden CIL	15,260	(11,444)	3,816
Charles Hayward Foundation	2,250	(2,250)	-
London Community Foundation	-	4,735	4,735
	25,496	(16,195)	9,301
TOTAL FUNDS	56,295	(21,271)	35,024

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	10,405	(15,481)	(5,076)
Restricted funds			
Big Lottery Fund	-	(6,658)	(6,658)
Fitzdale Trust	1,500	(750)	750
Francis Crick	-	(1,328)	(1,328)
ST Big Local	417	(417)	-
HS2 Groundworks	6,457	(6,457)	-
Camden CIL	-	(11,444)	(11,444)
Charles Hayward Foundation	-	(2,250)	(2,250)
London Community Foundation	9,470	(4,735)	4,735
	17,844	(34,039)	(16,195)
TOTAL FUNDS	28,249	(49,520)	(21,271)

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

9. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	22,792	8,007	30,799
Restricted funds			
Big Lottery Fund	-	6,658	6,658
Francis Crick	-	1,328	1,328
Camden Giving	2,824	(2,824)	-
HS2 Groundworks	6,117	(6,117)	-
Camden CIL	-	15,260	15,260
Charles Hayward Foundation	-	2,250	2,250
	8,941	16,555	25,496
TOTAL FUNDS	31,733	24,562	56,295

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	9,841	(1,834)	8,007
Restricted funds			
Big Lottery Fund	8,870	(2,212)	6,658
Fitzdale Trust	1,500	(1,500)	-
Francis Crick	1,978	(650)	1,328
Camden Giving	1,716	(4,540)	(2,824)
HS2 Groundworks	63	(6,180)	(6,117)
Camden CIL	22,891	(7,631)	15,260
Charles Hayward Foundation	3,000	(750)	2,250
Camden Resilience Fund	12,000	(12,000)	-
	52,018	(35,463)	16,555
TOTAL FUNDS	61,859	(37,297)	24,562

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	22,792	2,931	25,723
Restricted funds			
Fitzdale Trust	-	750	750
Camden Giving	2,824	(2,824)	-
HS2 Groundworks	6,117	(6,117)	-
Camden CIL	-	3,816	3,816
London Community Foundation	-	4,735	4,735
	<u>8,941</u>	<u>360</u>	<u>9,301</u>
TOTAL FUNDS	<u>31,733</u>	<u>3,291</u>	<u>35,024</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	20,246	(17,315)	2,931
Restricted funds			
Big Lottery Fund	8,870	(8,870)	-
Fitzdale Trust	3,000	(2,250)	750
Francis Crick	1,978	(1,978)	-
ST Big Local	417	(417)	-
Camden Giving	1,716	(4,540)	(2,824)
HS2 Groundworks	6,520	(12,637)	(6,117)
Camden CIL	22,891	(19,075)	3,816
Charles Hayward Foundation	3,000	(3,000)	-
Camden Resilience Fund	12,000	(12,000)	-
London Community Foundation	9,470	(4,735)	4,735
	<u>69,862</u>	<u>(69,502)</u>	<u>360</u>
TOTAL FUNDS	<u>90,108</u>	<u>(86,817)</u>	<u>3,291</u>

Detailed Statement of Financial Activities for the Year Ended 31 March 2023

10. RELATED PARTY DISCLOSURES

31.3.23
£

31.3.22
£

There were no related party transactions for the year ended 31 March 2023.

INCOME AND ENDOWMENTS

Donations and legacies

Donations	733	523
-----------	-----	-----

Investment income

Deposit account interest	180	149
--------------------------	-----	-----

Charitable activities

Service programme income	9,492	8,618
--------------------------	-------	-------

Grants	17,844	52,018
--------	--------	--------

CJRS grants	-	551
-------------	---	-----

	27,336	61,187
--	--------	--------

Total incoming resources

	28,249	61,859
--	--------	--------

EXPENDITURE

Charitable activities

Staff costs	15,440	8,362
-------------	--------	-------

Pensions	911	401
----------	-----	-----

Rent	4,361	4,645
------	-------	-------

Water Rates	103	5
-------------	-----	---

Insurance	651	692
-----------	-----	-----

Light and heat	1,707	1,751
----------------	-------	-------

Telephone	979	564
-----------	-----	-----

Postage and stationery	1,291	609
------------------------	-------	-----

Advertising	1,263	2,574
-------------	-------	-------

Sundries	1,976	114
----------	-------	-----

Computer expenses	191	389
-------------------	-----	-----

Exam fees	631	342
-----------	-----	-----

Teaching	15,322	12,307
----------	--------	--------

Travel	-	70
--------	---	----

Volunteers costs	24	17
------------------	----	----

Subscriptions	179	500
---------------	-----	-----

Cleaning	-	71
----------	---	----

Repairs	679	929
---------	-----	-----

Rates	1,818	1,818
-------	-------	-------

Bank charges	111	118
--------------	-----	-----

	47,637	36,278
--	--------	--------

Support costs

Other

Depreciation of tangible fixed assets	359	359
---------------------------------------	-----	-----

Governance costs

Accountancy and legal fees	1,524	660
----------------------------	-------	-----

Total resources expended

	49,520	37,297
--	--------	--------

Net (expenditure)/income

	(21,271)	24,562
--	----------	--------

This page does not form part of the statutory financial statements